

Resolution C – Bereavement Policy

SUBMITTED TO:	Michigan Osteopathic Association House of Delegates
SUBMITTED BY:	Michigan Osteopathic Association Student Liaison Committee
REFERRED TO:	Public Affairs Committee
RECOMMENDATION:	Support with Edits
SUBJECT:	Advocating for a Standardized Bereavement Policy in the State of Michigan
ACTION TAKEN BY MOA:	Adopted as Amended

1 WHEREAS, Michigan currently lacks a standardized statewide bereavement leave policy that
2 requires all employers to provide bereavement leave, resulting in inconsistent access to adequate
3 time for grieving¹; and

4 WHEREAS, although bereavement policies are common among Michigan employers, the
5 specifics—such as the number of days granted, the eligibility based on the employee’s relationship
6 to the deceased, the consideration of pregnancy loss, the consideration of pregnancy loss, and
7 whether the leave is paid—are left to the employer's discretion, and therefore inconsistent.^{2 3}; and

8 WHEREAS, grief following the death of a loved one can significantly impact an individual’s
9 mental and physical well-being, workplace performance, increased use of medical services, and
10 cause diverse psychological reactions including a significantly higher risk of developing mood and
11 anxiety disorders, which can impair their ability to function effectively in both personal and
12 professional settings⁴; and

13 WHEREAS, pregnancy loss—including miscarriage and stillbirth—has been shown to have
14 significant physical and emotional consequences, yet is often excluded from bereavement leave
15 policies, leaving grieving parents without adequate time for recovery⁵; and

16 WHEREAS, establishing a standardized bereavement leave policy in Michigan would provide
17 employees with necessary time to grieve without risking job security or financial hardship, align
18 the state with others that have recognized bereavement as a critical public health issue, and ensure
19 that all workers—including those experiencing the loss of an immediate family member or
20 pregnancy loss—have access to compassionate and equitable workplace policies that support their
21 mental and physical well-being; and

22 WHEREAS, bereavement leave aligns with the osteopathic principle of whole-person care, which
23 recognizes the interconnectedness of mental and physical health and the necessity of workplace
24 policies that foster overall well-being; now, therefore, be it

25 RESOLVED, that the Michigan Osteopathic Association (MOA) advocates for policies—such as
26 required and standardized bereavement leave—that supports the well-being of our patients,
27 healthcare providers, and the broader community in alignment with the fundamental principle of
28 whole-person care; and, be it further

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29 RESOLVED, that the MOA recognizes bereavement leave as a critical public health issue and
30 encourages collaboration with policymakers, healthcare organizations, and labor advocates to
31 advance bereavement leave policies that align with best practices in workplace health and well-
32 being.

¹ Truein. (2024, May 24). *Michigan PTO Law: All About Michigan PTO Law (2024 Guide for Employers)*. Truein. Retrieved from <https://truein.com/michigan-ptolaw/>

² Michigan State University Human Resources. (n.d.). *Bereavement Days*. Michigan State University. Retrieved February 13, 2025, from <https://hr.msu.edu/policies-procedures/support-staff/support-staff-handbook/ss-handbook/employee-rights/bereavement.html>

³ City of Flint. (n.d.). § 35-93 *Bereavement Leave*. In *Code of Ordinances*. American Legal Publishing Corporation. Retrieved February 13, 2025, from https://codelibrary.amlegal.com/codes/flint/latest/flint_mi/0-0-0-11926

⁴ Kreicbergs, U., Valdimarsdóttir, U., Onelöv, E., Henter, J. I., & Steineck, G. (2004). *Anxiety and depression in parents 4–9 years after the loss of a child owing to a malignancy: A population-based follow-up*. *Psychological Medicine*, 34(8), 1431–1441. <https://doi.org/10.1017/S0033291704002740>

⁵ Miscarriage Association. (2024, December 12). *Miscarriage Association launches Leave for Every Loss campaign calling for bereavement leave reform*. Miscarriage Association. Retrieved from <https://www.miscarriageassociation.org.uk/blog/miscarriage-association-launches-leave-for-every-loss-campaign-calling-for-bereavement-leave-reform/>